

## Message Text

UNCLASSIFIED

PAGE 01 STATE 009290  
ORIGIN SY-05

INFO OCT-01 EA-09 ISO-00 /015 R

DRAFTED BY A/SY:DKSTEVENS:JBH

APPROVED BY A/SY:VHDIKEOS

-----150651Z 049990 /14

R 142147Z JAN 77

FM SECSTATE WASHDC

TO AMEMBASSY MANILA

UNCLAS STATE 009290

FOR RSO COUGHLIN FROM DIKEOS

E.O. 11652: N/A

TAGS: ASEC

SUBJECT: SY APPLICANT GRADY CLICK

REF: MANILA 0003

1. APPRECIATE YOUR HAVING FORWARDED MR. CLICK'S APPLICATION. HE IS OBVIOUSLY VERY WELL QUALIFIED AND I AGREE THAT HE WOULD BE A VALUABLE RESOURCE TO SY. HOWEVER, WHILE WE DO HAVE A RECRUITING PROGRAM IN FULL SWING, IT IS NOT YET CLEAR HOW MANY ACTUAL APPOINTMENTS WILL BE MADE FROM THE OFFICERS WHO MEET OUR REQUIREMENTS AND ARE PLACED ON THE REGISTER. FURTHER, THE RECRUITMENT PROGRAM IS FOR JUNIOR OFFICERS AT THE FSR-8 AND 7 LEVELS ONLY.

2. SY HAS RECRUITED VERY FEW MID-CAREER OFFICERS OVER THE PAST FEW YEARS. WHERE WE HAVE GONE OUTSIDE OUR OWN RANKS, IT HAS BEEN SPECIFICALLY TO FILL A TECHNICAL OR SPECIALIST VACANCY WHICH WE COULD NOT FILL BY TRAINING AN OFFICER ALREADY IN SERVICE. UNFORTUNATELY, WHILE MR. CLICK'S  
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PAGE 02 STATE 009290

BACKGROUND IS STRONG, HIS OBVIOUS QUALIFICATIONS ARE GENERAL IN NATURE AND WOULD NOT MEET EITHER AN ESTABLISHED NEED OR OUR CRITERIA FOR OUTSIDE HIRE AT THE MID-CAREER LEVEL.

3. I AM SURE THAT YOU UNDERSTAND THE IMPLICATIONS TO THE  
MORALE OF OUR JUNIOR OFFICERS IF WE HIRE FROM THE OUTSIDE.

PROMOTIONS AT THE MID-CAREER LEVEL IN SY ARE ALREADY  
BADLY BLOCKED AND, AGAIN DESPITE MR. CLICK'S QUALIFI-  
CATIONS, I DON'T THINK WE CAN HIRE HIM AT THIS TIME.  
LET ME REITERATE THAT OUR INABILITY TO CONSIDER HIS  
APPLICATION IN NO WAY REFLECTS ON HIS QUALIFICATIONS OR  
HIS PAST PERFORMANCE. ALSO, I IN NO WAY INTEND TO DIS-  
COURAGE YOU AND YOUR STAFF FROM CONTINUING TO RECOMMEND  
TO US HIGHLY QUALIFIED CANDIDATES. REGARDS.  
KISSINGER

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NNN

## Message Attributes

**Automatic Decaptioning:** X  
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**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
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**Enclosure:** n/a  
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**Errors:** N/A  
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**To:** MANILA  
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**Review Markings:**  
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